

45. Please explain: (In response to Question 44. “Would you feel uncomfortable discussing or criticizing the performance of the Edison HCM component to date?”)

1. I would feel very uncomfortable criticizing Edison with anyone other than agency HR Directors. Edison, F&A and BA staff are condescending when contacted about a problem and blame cause of problems as "user errors" instead of system flaws.
2. Fear of retaliation from F&A and the Administration
3. To some extent, I feel that individuals with legitimate complaints are too easily dismissed by statements from Edison and Central Agencies that problems are the result of agency user and employee errors. I understand that some issues are the result of these type of errors, but not all of them.
4. It would depend on who I am discussing the issue with.